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## 1999 Decisions

## Opinions of the United States Court of Appeals for the Third Circuit

2-17-1999

# Durham Life Ins Co v. Evans

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Filed February 17, 1999

UNITED STATES COURT OF APPEALS  
FOR THE THIRD CIRCUIT

NOS. 97-1683 and 97-1712

DURHAM LIFE INSURANCE COMPANY

v.

DIANNE EVANS, Appellant in No. 97-1712  
(E.D. Pa. No. 94-cv-00801)

DIANNE EVANS

v.

PEOPLES SECURITY LIFE INSURANCE COMPANY  
(E.D. Pa. No. 95-cv-02681)

Durham Life Insurance Company and Peoples Security Life  
Insurance Company, Appellants in No. 97-1683

On Appeal From the United States District Court  
For the Eastern District of Pennsylvania

Argued: September 24, 1998

Before: BECKER, Chief Judge, WEIS and GARTH,  
Circuit Judges.

(Opinion Filed January 15, 1999)

ORDER AMENDING OPINION

The slip opinion in the above case filed on January 15, 1999 is hereby amended as follows:

1. On page 25, second paragraph of Part IVA, add a new footnote (#11) after the sentence ending with "adverse employment action" which should read as follows:

We do not establish a blanket rule that any constructive discharge is a tangible adverse employment action. We merely hold that, in this instance, the tangible adverse actions that Evans suffered would foreseeably have led a reasonable person to resign.

BY THE COURT:

/s/ Edward R. Becker  
Chief Judge

DATED: 17 February 1999

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Teste:

Clerk of the United States Court of Appeals  
for the Third Circuit